



State of Illinois
Illinois Department of Central Management Services

STATE OF ILLINOIS 2013

ASIAN AMERICAN Employment Plan



Respectfully submitted to the Illinois General Assembly
February 1, 2013, by Central Management Services

APPENDICES

Appendix 1

HIRING MONITOR

Section 1 (To be completed by designated agency personnel)

Name of Agency: _____ IDHR Region: _____
Facility / Unit: _____ Candidate's Name: _____
Title of Job to be filed: _____ Pay Grade: _____
Number to be filled: _____ Position Number: _____
EEO Job Category: _____ Employment Date: _____

1. Is the EEO category underutilized? Yes ☐ No ☐ If yes, by which of the following:
African Americans: _____ Hispanics: _____ Women: _____ Asians: _____ Native Americans: _____ Disabled: _____

2. Indicate: Sex of person selected: _____
Race of person selected: _____
Veteran or non-Veteran: _____
Disability, if any: _____

3. Number of individuals who applied or were on the list of eligible(s) _____
were African American, invited, interviewed, selected
were Hispanic, invited, interviewed, selected
were Women, invited, interviewed, selected
were Asian, invited, interviewed, selected
were Native American, invited, interviewed, selected
were Veterans, invited, interviewed, selected
were Disabled, invited, interviewed, selected
were Undefined, invited, interviewed, selected

4. If no candidates from any of the underutilized groups appeared on the list, what efforts were made in the last six months to assist in the recruitment of candidates?

5. If the category is underutilized and a member of an affirmative action group applied and was not hired, give a detailed explanation for the hiring decision.

6. Was the position posted? Yes _____ No _____

7. Name and position of person(s) who interviewed candidates.

8. Name and position of person(s) who recommended the selection of the candidate.

Section 2 (To be signed by agency EEO/AA Officer and Chief Executive Officer or their designees)

I have reviewed the eligibility list and concur / do not concur with this hire. Remarks on reverse side.

EEO/AA Officer Date

I approve of this hire

Chief Executive Officer Date

No appointment will be processed without this form. [DHR Rules and Regulations Section 2520.770(h)]

PROMOTION MONITOR**Section 1** (To be completed by designated agency personnel)

Name of Agency: _____	IDHR Region: _____
Facility / Unit: _____	Candidate's Name: _____
Title of Job to be filed: _____	Pay Grade: _____
Number to be filled: _____	Position Number: _____
EEO Job Category: _____	Date of Promotion: _____

1. Is the EEO category underutilized? Yes _____ No _____ If yes, by which of the following:

African Americans: _____ Hispanics: _____ Women: _____ Asians: _____ Native Americans: _____ Disabled* _____

2. Was the position posted? Yes _____ No _____

3. Number of individuals who applied or were on the list of promotable(s) _____

were African American,	invited,	interviewed,	selected
were Hispanic,	invited,	interviewed,	selected
were Women,	invited,	interviewed,	selected
were Asian,	invited,	interviewed,	selected
were Native American,	invited,	interviewed,	selected
were Veterans,	invited,	interviewed,	selected
were Disabled,	invited,	interviewed,	selected
were Undefined,	invited,	interviewed,	selected

4. Indicate the sex and race of the person promoted. _____

5. Did it change the employee's EEO job category? Yes _____ No _____

6. If the category is underutilized and a member of an affirmative action group applied and was not promoted, give a detailed explanation.

7. Name and position of person(s) who interviewed candidates.

8. Name and position of person(s) who recommended the selection of the candidate.

Section 2 (To be signed by agency EEO/AA Officer and Chief Executive Officer or their designees)

I have reviewed the eligibility list and concur / do not concur with this promotion. Remarks on reverse side.

_____ EEO/AA Officer	_____ Date
-------------------------	---------------

I approve of this promotion.

_____ Chief Executive Officer	_____ Date
----------------------------------	---------------

No appointment will be processed without this form. [DHR Rules and Regulations Section 2520.770(h)]

Appendix 2

February 1, 2013

Agency Director
Agency Name
Street Address
City, IL Zip Code

Dear (Agency Director)

Enclosed please find a copy of the 2013 State Asian American Employment Plan which was submitted by the Department of Central Management Services to the General Assembly on February 1 as required by law.

I am a firm believer the benefits of a diverse workforce are many, including enabling agencies to provide better and more inclusive service to Illinois taxpayers and the general public. Therefore, I strongly encourage your agency to continue to build upon your Affirmative Action and Equal Employment Opportunity goals by placing emphasis on recruiting, hiring, training, retention and promotion of Hispanics.

Please share this Plan with your senior management staff including your HR Director, AA/EEO Officer and Recruitment Manager. This Plan may also be accessed electronically at the CMS Diversity Enrichment Program web page at <http://www.work.illinois.gov/diversityenglish.htm> .

By working together on this initiative, we can achieve the objectives outlined in the Asian American Employment Plan and better serve the citizenry of our great state. If you have any questions or need additional information, please don't hesitate to contact Cory Foster at 312/814-2364 or Cory.Foster@illinois.gov .

Sincerely,

Malcolm E. Weems
Director

Attachment

Appendix 3

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department on Aging

Director: John K. Holton, Ph.D.

EEO/AA Officer: Sara Han

Agency Workforce: 131

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

Agency at parity for all affirmative action groups.

FINDINGS

Agency in compliance	<input checked="" type="checkbox"/>	Agency in non-compliance	<input type="checkbox"/>
----------------------	-------------------------------------	--------------------------	--------------------------

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Agriculture

Acting Director: Bob Flider

EEO/AA Officer: Brent Eggleston

Agency Workforce: 391

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 16 African Americans, 1 Hispanic and 44 Females. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/11 THROUGH 12/31/11)

As of 10/1/11, agency underutilization was 16 African Americans, 1 Hispanic and 44 Females. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there was 1 opportunity that addressed this goal.

THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 16 African Americans, 1 Hispanic and 43 Females. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For Females, there was 1 opportunity that did not address this goal.

FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 16 African Americans, 1 Hispanic and 43 Females. For minorities, during the quarter, there were 3 opportunities and 1 or 33% (1 Hispanic) addressed these goals. For Females, there was 1 opportunity that addressed this goal

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 16 African Americans, 1 Hispanic and 44 Females. For minorities, during the year, there were 4 opportunities and 1 or 25% (1 Hispanic) addressed these goals. For Females, there were 3 opportunities and 2 or 67% the addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address minority and female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Arts Council

Acting Executive Director: Rhoda A. Pierce

EEO/AA Officer: Romie Muñoz

Agency Workforce: 15

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

Agency at parity for all affirmative action groups.

FINDINGS

Agency in compliance	<input checked="" type="checkbox"/>	Agency in non-compliance	<input type="checkbox"/>
----------------------	-------------------------------------	--------------------------	--------------------------

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Capital Development Board

Executive Director: Jim Underwood

EEO/AA Officer: Heather Humphrey

Agency Workforce: 119

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 2 African Americans and 19 Females. For minorities, there were no opportunities to address this goal. For Females, there was 1 opportunity that addressed this goal. The agency is at parity for people with disabilities.

SECOND QUARTER (10/1/11 THROUGH 12/31/11)

As of 10/1/11, agency underutilization was 2 African Americans and 18 Females. For minorities, there were no opportunities to address this goal. For Females, there was 1 opportunity that addressed this goal.

THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 2 African Americans and 17 Females. For minorities, there were no opportunities to address this goal. For Females, there were no opportunities to address this goal.

FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12 agency underutilization was 2 African Americans and 17 Females. For minorities there were no opportunities to address this goal. For Females, there was 1 opportunity that did not address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 2 African Americans and 19 Females. For minorities, during the year there were no opportunities to address this goal. For Females, there were 3 opportunities and 2 or 67% addressed this goal. The agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*Too few opportunities to address the minority and female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Central Management Services

Acting Director: Malcolm Weems

EEO/AA Officer: Fred V. Stewart, II

Agency Workforce: 1,567

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 8 African Americans, 8 Hispanics, 38 Females. For minorities, during this quarter, there were 7 opportunities and 2 or 29% (1 African American and 1 Hispanic) addressed these goals. For Females, there was 1 opportunity that did not address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/11 THROUGH 12/31/11)

As of 10/1/11, agency underutilization was 7 African Americans, 7 Hispanics, and 38 Females. For minorities, during this quarter, there were three opportunities and 2 or 67% (1 African American and 1 Hispanic) addressed these goals. For Females, there were 3 opportunities and 1 or 33% addressed this goal.

THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 6 African Americans, 6 Hispanics, and 37 Females. For minorities, during this quarter, there were 3 opportunities that did not address these goals. For Females, there were 10 opportunities and 7 or 70% addressed this goal.

FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 6 African Americans, 6 Hispanics, and 30 Females. For minorities, during this quarter, there were 3 opportunities that did not address these goals. For Females, there was 1 opportunity that addressed this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 8 African Americans, 8 Hispanics, and 38 Females. For minorities, during the year, there were 16 opportunities and 4 or 25% (2 African Americans and 2 Hispanics) addressed these goals. For Females, there were 15 opportunities and 9 or 60% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Children and Family Services

Acting Director: Richard Calicia

EEO/AA Officer: Debra Dyer

Agency Workforce: 2,827

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 5 African Americans, 11 Hispanics, 2 Females, and 42 Asians. For minorities, during this quarter, there were 27 opportunities and 7 or 26% (1 African American, 2 Hispanics and 4 Asians) addressed these goals. For Females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/11 THROUGH 12/31/11)

As of 10/1/11, agency underutilization was 4 African Americans, 9 Hispanics, 2 Females, and 38 Asians. For minorities, during this quarter, there were 12 opportunities and 3 or 25% (3 Asians) addressed these goals. For Females, there were no opportunities to address this goal.

THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 4 African Americans, 9 Hispanics, 2 Females, and 35 Asians. For minorities, during this quarter, there were 6 opportunities and 1 or 17% (1 Asian) addressed these goals. For Females, there were no opportunities to address this goal.

FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 4 African Americans, 9 Hispanics, 2 Females, and 34 Asians. For minorities, during this quarter, there were 8 opportunities and 1 or 13% (1 Asian) addressed these goals. For Females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY12 was 5 African Americans, 11 Hispanics, 2 Females, and 42 Asians. For minorities, during the year, there were 53 opportunities and 12 or 23% (1 African American, 2 Hispanics and 9 Asians) addressed these goals. For Females, during the year, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the female goal.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Civil Service Commission

Executive Director: Daniel Stralka

EEO/AA Officer: Andrew Barris

Agency Workforce: 4

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than five employees in any of the EEO job categories. Any analysis conducted with a value of less than five would be considered unreliable.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Commerce and Economic Opportunity

Acting Director: David Vaught

EEO/AA Officer: Victoria Dawn Benn

Agency Workforce: 391

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 2 African Americans, 1 Hispanic, 1 Female and 3 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/11 THROUGH 12/31/11)

As of 10/1/11, agency underutilization was 2 African Americans, 1 Hispanic, 1 Female and 3 Asians. For minorities, during this quarter, there were 2 opportunities that did not address these goals. For Females, there were no opportunities to address this goal.

THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 2 African Americans, 1 Hispanic, 1 Female and 3 Asians. For minorities, during this quarter, there was 1 opportunity, and 1 or 100% (1 African American) addressed these goals. For Females, there were no opportunities to address this goal.

FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 1 African American, 1 Hispanic, 1 Female and 3 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 2 African Americans, 1 Hispanic, 1 Female and 3 Asians. For minorities, during the year, there were 3 opportunities, 1 or 33% (1 African American) addressed these goals. For Females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*The agency had too few opportunities to address the minority goals to consider for affirmative action evaluation and no opportunities to address female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Commerce Commission

Acting Executive Director: Randy Nehrt

EEO/AA Officer: Leigh Ann Myers

Agency Workforce: 250

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 3 African Americans, 1 Hispanic, 17 Females and 1 Asian. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For Females, there was 1 opportunity that did not address this goal. This agency is underutilized by 3 people with disabilities.

SECOND THROUGH THIRD QUARTERS (10/1/11 THROUGH 3/31/12)

As of 10/1/11, agency underutilization was 3 African American, 1 Hispanic, 17 Females and 1 Asian. During these quarters, there were no opportunities to address minority or female goals. This agency is underutilized by 3 people with disabilities.

FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 3 African Americans, 1 Hispanic, 17 Females, and 1 Asian. For minorities, during this quarter, there was 1 opportunity that did no address this goal. For Females, there was 1 opportunity that did not address this goal. This agency is underutilized by 3 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 3 African Americans, 1 Hispanic, 17 Females and 1 Asian. For minorities, during the year, there were 2 opportunities that did not address these goals. For Females, there were 2 opportunities that did not address this goal. This agency is underutilized by 3 people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority and female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Corrections

Director: Salvador Godinez

EEO/AA Officer: Vickie Fair

Agency Workforce: 11,232

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 53 African Americans, 62 Hispanics, 1,041 Females, 43 Asians and 3 Native Americans. For minorities, during this quarter, there were 4 opportunities that did not address these goals. For Females, there were 3 opportunities and 3 or 100% addressed this goal. This agency is underutilized by 222 people with disabilities.

SECOND QUARTER (10/1/11 THROUGH 12/31/11)

As of 10/1/11, agency underutilization was 53 African Americans, 62 Hispanics, 1,038 Females, 43 Asians and 3 Native Americans. For minorities, during this quarter, there were 10 opportunities and 1 or 10% (1 Asian) addressed these goals. For Females, there were 6 opportunities and 1 or 17% addressed this goal. This agency is underutilized by 222 people with disabilities.

THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 53 African Americans, 62 Hispanics, 1,037 Females, 42 Asians and 3 Native Americans. For minorities, during this quarter, there were 34 opportunities and 9 or 26% (5 African Americans, 2 Hispanics and 2 Asians) addressed these goals. For Females, there were 87 opportunities and 40 or 46% addressed this goal. This agency is underutilized by 222 people with disabilities.

FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 48 African Americans, 60 Hispanics, 997 Females, 40 Asians and 3 Native Americans. For minorities, during this quarter, there were 15 opportunities and 3 or 20% (1 Hispanic and 2 Asians) addressed these goals. For Females, there were 80 opportunities and 16 or 20% addressed this goal. This agency is underutilized by 220 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 53 African Americans, 62 Hispanics, 1,041 Females, 43 Asians and 3 Native Americans. For minorities, during the year, there were 63 opportunities and 13 or 21% (5 African Americans, 3 Hispanics and 5 Asians) addressed these goals. For Females, there were 176 opportunities and 60 or 34% addressed this goal. This agency is underutilized by 220 people with disabilities.

FINDINGS

Agency in compliance ☒ Agency in non-compliance ☐

RECOMMENDATIONS/COMMENTS

*The agency did not meet the minimum compliance criteria for females (37%) due to the fact that there are few females in the applicant pool. Furthermore, when reviewing the female and male hiring data both are hired at a comparable rate. The agency continued to make a good faith effort recruiting females.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Council on Developmental Disabilities

Executive Director: Sheila Romano

EEO/AA Officer: Janinna Hendricks

Agency Workforce: 8

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than five employees in any of the EEO job categories. Any analysis conducted with a value of less than five would be considered unreliable.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Criminal Justice Information Authority

Executive Director: Jack Cutrone

EEO/AA Officer: Edith Feliciano

Agency Workforce: 60

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

Agency is at parity for all affirmative action groups.

FINDINGS

Agency in compliance ☒ Agency in non-compliance ☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Deaf and Hard of Hearing Commission

Director: John Miller

EEO/AA Officer: Tonia Bogener

Agency Workforce: 7

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than five employees in any of the EEO job categories. Any analysis conducted with a value of less than five would be considered unreliable.

FINDINGS

Agency in compliance ☒

Agency in non-compliance ☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Educational Labor Relations Board

Chairman: Lynne Sered

EEO/AA Officer: Eileen Brennan

Agency Workforce: 12

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than five employees in any of the EEO job categories. Any analysis conducted with a value of less than five would be considered unreliable.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Emergency Management Agency

Director: Jonathan E. Monken

EEO/AA Officer: Kevin Moore

Agency Workforce: 212

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 1 African American, 1 Hispanic and 9 Females. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there was 1 opportunity that addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/11 THROUGH 12/31/11)

As of 10/1/11, agency underutilization was 1 African American, 1 Hispanic and 8 Females. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For Females, there were 4 opportunities, 2 or 50% addressed this goal.

THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 1 African American, 1 Hispanic and 6 Females. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 African American) addressed these goals. For Females, there were no opportunities to address this goal.

FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 1 Hispanic and 6 Females. For minorities, during this quarter, there were no opportunities to address this goal. For females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY12 was 1 African American, 1 Hispanic and 9 Females. For minorities, during the year, there were 2 opportunities and 1 or 50% (1 African American) addressed these goals. For Females, there were 5 opportunities and 3 or 60% addressed these goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority and female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Employment Security

Director: Jay R. Rowell

EEO/AA Officer: Carlos Charneco

Agency Workforce: 1,533

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 1 African American, 2 Hispanics, 6 Females and 1 Asian. For minorities, during this quarter, there was one opportunity that did not address these goals. For Females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND THROUGH THIRD QUARTERS (10/1/11 THROUGH 3/31/12)

As of 10/1/11, agency underutilization was 1 African American, 2 Hispanics, 6 Females and 1 Asian. For minorities, during these quarters, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal.

FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 1 African American, 2 Hispanics, 6 Females and 1 Asian. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For Females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY12 was 1 African American, 2 Hispanics, 6 Females and 1 Asian. For minorities, during the year, there were 2 opportunities that did not address these goals. For Females, there were no opportunities that addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority goals and no opportunities to address the female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Environmental Protection Agency

Interim Director: John J. Kim

EEO/AA Officer: Jill Johnson

Agency Workforce: 844

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginng of FY12 was 11 African Americans, 3 Hispanics, 99 Females and 1 Asian. For minorities, during this quarter, there were 4 opportunities and 1 or 25% (1 Hispanic) addressed these goals. For Females, there were 3 opportunities and 1 or 33% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/11 THROUGH 12/31/11)

As of 10/1/11, agency underutilization was 11 African Americans, 2 Hispanics, 98 Females and 1 Asian. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 African American) addressed these goals. For Females, there were no opportunities to address this goal.

THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 10 African Americans, 2 Hispanics, 98 Females and 1 Asian. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal.

FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 10 African Americans, 2 Hispanics, 98 Females and 1 Asian. For minorities, during this quarter, there were 4 opportunities and 1 or 25% (1 African American) addressed these goals. For Females, there were 4 opportunities and 1 or 25% addressed this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginng of FY12 was 11 African Americans, 3 Hispanics, 99 Females and 1 Asian. For minorities, during the year, there were 9 opportunities and 3 or 33% (2 African Americans and 1 Hispanic) addressed these goals. For Females, there were too few opportunities to address this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Financial and Professional Regulation

Acting Secretary: Manny Flores

EEO/AA Officer: Vivian Toliver

Agency Workforce: 461

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 2 African Americans, 11 Hispanics, 9 Females and 7 Asians. For minorities, during this quarter, there were 34 opportunities that did not address these goals. For Females, there were 2 opportunities and 2 or 100% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/11 THROUGH 12/31/11)

As of 10/1/11, agency underutilization was 2 African Americans, 11 Hispanics, 7 Females and 7 Asians. For minorities, during this quarter, there were 9 opportunities and 2 or 22% (2 Hispanics) addressed these goals. For Females, there were no opportunities to address this goal.

THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 2 African Americans, 9 Hispanics, 7 Females and 7 Asians. For minorities, during this quarter, there were 7 opportunities and 2 or 29% (1 African American and 1 Hispanic) address these goals. For Females, there were no opportunities to address this goal.

FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 1 African American, 8 Hispanics, 7 Females and 7 Asians. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For Females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 2 African Americans, 11 Hispanics, 9 Females and 7 Asians. For minorities, during the year, there were 19 opportunities and 4 or 21% (1 African American and 3 Hispanics) addressed these goals. For Females, there were 2 opportunities and 2 or 100% addressed this goal. This agency at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the female goal.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Office of the State Fire Marshal

Fire Marshal: Larry Matkaitis

EEO/AA Officer: Jodi Schrage

Agency Workforce: 121

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 5 African Americans, 1 Hispanic and 10 Females. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there was 1 opportunity that addressed this goal. This agency is at parity for people with disabilities.

SECOND THROUGH THIRD QUARTERS (10/1/11 THROUGH 12/31/12)

As of 10/1/12, agency underutilization was 5 African Americans, 1 Hispanic and 9 Females. During these quarters there were no opportunities to address the minority and female goals.

FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 5 African Americans, 1 Hispanic and 9 Females. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there was 1 opportunity that addressed this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 5 African Americans, 1 Hispanic and 10 Females. For minorities, during the year, there were no opportunities to address these goals. For Females, there were 2 opportunities and 2 or 100% addressed these goals. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the minority goals and too few opportunities to address the female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Gaming Board

Administrator: Mark Ostrowski

EEO/AA Officer: Karen Weathers

Agency Workforce: 142

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 1 Hispanic, 10 Females and 1 Asian. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For Females, there was 1 opportunity that addressed this goal. This agency is underutilized by 1 person with a disability.

SECOND QUARTER (10/1/11 THROUGH 12/31/11)

As of 10/1/11, agency underutilization was 1 Hispanic, 9 Females and 1 Asian. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal. This agency is underutilized by 1 person with a disability.

THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 1 Hispanic, 9 Females and 1 Asian. For minorities, during this quarter, there were 4 opportunities that did not address these goals. For Females, there were 4 opportunities and 4 or 100% addressed this goal. This agency is underutilized by 1 person with a disability.

FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 1 Hispanic, 5 Females, and 1 Asian. For minorities, during this quarter, there were 3 opportunities and 1 or 33% (1 Asian) addressed these goals. For Females during this quarter, there were 4 opportunities that did not address this goal. This agency is underutilized by 1 person with a disability.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 1 Hispanic, 10 Females and 1 Asian. For minorities, during the year, there were 8 opportunities and 1 or 13% (1 Asian) addressed these goals. For Females, there were 9 opportunities and 5 or 56% addressed these goals. This agency is underutilized by 1 person with a disability.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address minority goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Guardianship and Advocacy Commission

Director: Dr. Mary L. Milano

EEO/AA Officer: Tedd Ward, Jr.

Agency Workforce: 104

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (7/1/11 THROUGH 6/30/12)

Agency underutilization for the beginning of FY12 was 1 Asian. For minorities, there were no opportunities to address this goal. This agency is at parity for Females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance ☒ Agency in non-compliance ☐

RECOMMENDATIONS/COMMENTS

*No opportunities to address the minority goal.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Healthcare & Family Services

Director: Julie Hamos

EEO/AA Officer: Derrick Davis

Agency Workforce: 2,082

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities		X	
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 4 African Americans, 7 Hispanics, 1 Female and 7 Asians. For minorities, during this quarter, there were 3 opportunities that did not address these goals. For Females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/11 THROUGH 12/31/11)

As of 10/1/11, agency underutilization was 4 African Americans, 7 Hispanics, 1 Female and 7 Asians. For minorities, during this quarter, there were 8 opportunities and 1 or 13% (1 African American) addressed these goals. For Females, there was 1 opportunity that addressed this goal. Agency achieved parity for Females.

THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 3 African Americans, 7 Hispanics and 7 Asians. For minorities, during this quarter, there were 7 opportunities and 1 or 14% (1 Hispanic) addressed these goals.

FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 3 African American, 6 Hispanics and 7 Asians. For minorities, during this quarter, there were 7 opportunities and 1 or 14% (1 Hispanic) addressed these goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 4 African Americans, 7 Hispanics, 1 Female and 7 Asians. During the year, there were 20 opportunities and 3 or 15% (2 African Americans and 1 Hispanic) addressed these goals. This agency achieved parity for Females. The agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☐

Agency in non-compliance

☒

RECOMMENDATIONS/COMMENTS

The agency did not meet the minimum compliance criteria for minorities (21%) and the Department recommends that the agency establish a training program in accordance with Section 7-105(H) of the Human Rights Act and in cooperation with the Department of Central Management Services. Accordingly, the Department of Central Management Services will be notified of the need to establish this training program.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Historic Preservation Agency

Director: Amy Martin

EEO/AA Officer: Dawn DeFraties

Agency Workforce: 176

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 2 African Americans, 7 Females, and 1 Asian. For minorities, during the quarter, there were 3 opportunities that did not address these goals. For Females, there were no opportunities to address this goal. This agency is underutilized by one person with a disability.

SECOND THROUGH FOURTH QUARTERS (10/1/11 THROUGH 6/30/12)

As of 10/1/11, agency underutilization was 2 African Americans 7 Females, and 1 Asian. For minorities, during these quarters, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal. This agency is underutilized by one person with a disability.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 2 African Americans, 7 Females, and 1 Asian. For minorities, during the year, there were 3 opportunities that did not address this goal. For Females, there were no opportunities to address this goal. This agency is underutilized by one person with a disability.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐**RECOMMENDATIONS/COMMENTS**

*There were too few opportunities to address the minority goals and no opportunity to address the female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Human Rights Commission

Executive Director: N. Keith Chambers

EEO/AA Officer: Dr. Ewa I. Ewa

Agency Workforce: 21

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (7/1/11 THROUGH 6/30/12)

Agency underutilization at the beginning of FY12 was 1 African American. During these quarters there were no opportunities to address the minority goal. The agency is at parity for Females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance ☒ Agency in non-compliance ☐

RECOMMENDATIONS/COMMENTS

*No opportunities to address the minority goal.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Human Rights

Director: Rocco J. Claps

EEO/AA Officer: Michelle Dirksen

Agency Workforce: 139

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (7/1/11 THROUGH 6/30/12)

Agency underutilization at the beginning of FY12 was 1 Hispanic. During these quarters, there were no opportunities to address the minority goal. This agency is at parity for Females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance ☒ Agency in non-compliance ☐

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the minority goal.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Human Services

Secretary: Michelle R. B. Saddler

EEO/AA Officer: Anna D'Ascenzo

Agency Workforce: 12,874

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities		X	
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 22 African Americans, 98 Hispanics, 10 Females, 25 Asians and 5 Native Americans. For minorities, during this quarter, there were 13 opportunities and 2 or 15% (1 Asian and 1 Hispanic) addressed these goals. For Females, there was 1 opportunity that addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/11 THROUGH 12/31/11)

As of 10/1/11, agency underutilization was 22 African Americans, 97 Hispanics, 9 Females, 24 Asians and 5 Native Americans. For minorities, during this quarter, there were 13 opportunities which did not address these goals. For Females, there were no opportunities to address this goal.

THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 22 African Americans, 97 Hispanics, 9 Females, 24 Asians and 5 Native Americans. For minorities, during this quarter, there were 6 opportunities and 2 or 33% (2 Hispanics) addressed these goals. For Females, there were no opportunities to address this goal.

FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 22 African Americans, 95 Hispanics, 9 Females, 24 Asians and 5 Native Americans. For minorities, during this quarter, there were 5 opportunities and 2 or 40% (1 Asian and 1 Hispanic) addressed these goals. For Females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 22 African Americans, 98 Hispanics, 10 Females, 25 Asians and 5 Native Americans. For minorities, during the year, there were 37 opportunities and 6 or 16% (4 Hispanics and 2 Asian) addressed these goals. For Females, there was 1 opportunity that addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance ☒ Agency in non-compliance ☐

RECOMMENDATIONS/COMMENTS

This agency is at parity for people with disabilities and continued to hire during the year through the Successful Disability Opportunities program. There was only 1 opportunity to address the female goals, which addressed these goals. The agency failed to meet the Department of Human Rights' standard for minority goals, 21%, however, the agency made a good faith effort in regards to minority recruitment. For that reason, the agency is in compliance with DHR's affirmative action requirements.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Insurance

Director: Andrew Boron

EEO/AA Officer: Eve Blackwell-Lewis

Agency Workforce: 246

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 2 African Americans, 3 Hispanics and 7 Females. For minorities, during this quarter, there were 2 opportunities and 1 or 50% (1 Hispanic) addressed these goals. For Females, there were 3 opportunities and 3 or 100% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/11 THROUGH 12/31/11)

As of 10/1/11, agency underutilization was 2 African Americans, 2 Hispanics and 7 Females. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 Hispanic) addressed these goals. For Females, there were no opportunities to address this goal.

THIRD THROUGH FOURTH QUARTERS (1/1/12 THROUGH 6/30/12)

As of 1/1/12, agency underutilization was 2 African Americans, 1 Hispanic and 4 Females. For minorities, during these quarters, there was no opportunities to address these goals. For Females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY12 was 2 African Americans, 3 Hispanics and 7 Females. For minorities, during the year, there were 3 opportunities and 2 or 67% (2 Hispanics) addressed these goals. For Females, there were 5 opportunities and 5 or 100% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address underutilization.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: State Board of Investment

Executive Director: William R. Atwood

EEO/AA Officer: Katherine A. Spinato

Agency Workforce: 11

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

This agency is at parity for all affirmative action groups.

FINDINGS

Agency in compliance ☒ Agency in non-compliance ☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Juvenile Justice

Director: Arthur Bishop

Interim EEO/AA Officer: Vickie Fair

Agency Workforce: 1,210

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.		*	
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 5 African Americans, 4 Hispanics, 168 Females and 32 Asians. For minorities, during this quarter, there were 4 opportunities and 1 or 25% (1 African American) addressed these goals. For Females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/11 THROUGH 12/31/11)

As of 10/1/11, agency underutilization was 4 African Americans, 4 Hispanics, 168 Females and 32 Asians. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 Asian) addressed these goals. For Females, there was 1 opportunity that addressed this goal.

THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 4 African Americans, 4 Hispanics, 167 Females and 31 Asians. For minorities, during this quarter, there were 9 opportunities and 1 or 11% (1 Asian) addressed these goals. For Females, there were 27 opportunities and 13 or 48% addressed this goal.

FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 4 African Americans, 4 Hispanics, 129 Females and 30 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 5 African Americans, 4 Hispanics, 168 Females and 32 Asians. For minorities, during the year, there were 14 opportunities and 3 or 21% (1 African American and 2 Asians) addressed these goals. For Females, there were 28 opportunities and 14 or 50% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*The agency uses an EEO/AA officer from another agency. Per the Human Rights Act, Section 2-105 (b)(4) and DHR rules, Section 2520.780, agencies with 1,000 or more employees must appoint a full-time EEO/AA officer, subject to DHR's approval. The agency should designate an individual as EEO/AA officer as indicated in the Act and Rules.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Labor

Director: Joseph Costigan

EEO/AA Officer: Ron Willis

Agency Workforce: 93

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (7/1/11 THROUGH 6/30/12)

Agency underutilization at the beginning of FY12 was 3 Females. For Females, during these quarters, there were no opportunities to address this goal. This agency is at parity for minorities. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance ☒ Agency in non-compliance ☐

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the female goal.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Labor Relations Board

Executive Director: John Brosnan

EEO/AA Officer: Carla Stone

Agency Workforce: 19

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

This agency is at parity for all affirmative action groups.

FINDINGS

Agency in compliance ☒ Agency in non-compliance ☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Law Enforcement Training and Standards Board

Executive Director: Kevin McClain

EEO/AA Officer: Larry Smith

Agency Workforce: 16

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

This agency is at parity for all affirmative action groups.

FINDINGS

Agency in compliance ☒ Agency in non-compliance ☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Medical District Commission

Executive Director: Warren Ribley

EEO/AA Officer: Mark S. Jamil

Agency Workforce: 10

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than five employees in any of the EEO job categories. Any analysis conducted with a value of less than five would be considered unreliable.

FINDINGS

Agency in compliance ☒ Agency in non-compliance ☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Military Affairs

Major General: Dennis L. Celletti

EEO/AA Officer: Ruth Moenck

Agency Workforce: 223

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH SECOND QUARTERS (7/1/11 THROUGH 12/31/12)

Agency underutilization at the beginning of FY12 was 1 African American and 25 Females. For minorities, during these quarters, there were no opportunities to address this goal. For Females, during these quarters, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 10/1/11, agency underutilization was 1 African American and 25 Females. For minorities, during this quarter, there were no opportunities to address this goal. For females, there was 1 opportunity that did not address this goal.

FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 1 African American and 25 Females. For minorities, during this quarter, there were no opportunities to address this goal. For Females, there were 2 opportunities that did not address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 1 African American and 25 Females. For minorities, during the year, there were no opportunities to address this goal. For Females, there were 3 opportunities that did not address this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority and female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Natural Resources

Director: Marc Miller

EEO/AA Officer: Gloria Williams

Agency Workforce: 964

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities		X	
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 35 African Americans, 14 Hispanics, 169 Females and 2 Asians. For minorities, during this quarter, there were 3 opportunities that did not address these goals. For Females, there were 4 opportunities and 1 or 25% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/11 THROUGH 12/31/11)

As of 10/1/11, agency underutilization was 35 African Americans, 14 Hispanics, 168 Females and 2 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal.

THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 35 African Americans, 14 Hispanics, 168 Females and 2 Asians. For minorities, during this quarter, there were 2 opportunities that did not address these goals. For Females, there were 3 opportunities and 2 or 67% addressed this goal.

FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 35 African Americans, 14 Hispanics, 166 Females and 2 Asians. For minorities, during this quarter, there were 6 opportunities and 2 or 33% (1 African American and 1 Asian) addressed these goals. For Females, there were 3 opportunities and 2 or 67% addressed this goal. This agency is at parity for people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 35 African Americans, 14 Hispanics, 169 Females and 2 Asians. For minorities, during the year, there were 11 opportunities and 2 or 18% (1 African American and 1 Asian) addressed these goals. For Females, there were 10 opportunities and 5 or 50% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

This agency exceeded the Department of Human Rights' standard of 37% for female goal performance, and is at parity for people with disabilities. The agency failed to meet the Department's 21% standard for minority goals. Of 11 opportunities to address minority goals, 2 or 18% addressed these goals. The Department found the agency made a good faith effort to meet its minority goals and that many of its opportunities to address these goals were in areas where the labor market availability of minorities was smaller than 21%. Therefore, the agency is in compliance with the Department of Human Rights' requirements.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Pollution Control Board

Chairman: Thomas Holbrook

EEO/AA Officer: Kathryn L. Griffin

Agency Workforce: 24

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 1 African American. For minorities, during this quarter, there were no opportunities to address this goal. The agency is at parity for Females. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/11 THROUGH 12/31/11)

As of 10/1/11, agency underutilization was 1 African American. For minorities, during this quarter, there was 1 opportunity that did not address this goal.

THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 1 African American. For minorities, during this quarter, there was 1 opportunity that did not address this goal.

FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 1 African American. For minorities, during this quarter, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY12 was 1 African American. For minorities, during the year, there were 2 opportunities that did not address this goal. The agency is at parity for Females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were two few opportunities to address the minority goal.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Prisoner Review Board

Chairman: Adam Monreal

EEO/AA Officer: Nichole Damhoff

Agency Workforce: 18

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

This agency is at parity for all affirmative action groups.

FINDINGS

Agency in compliance	<input checked="" type="checkbox"/>	Agency in non-compliance	<input type="checkbox"/>
----------------------	-------------------------------------	--------------------------	--------------------------

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Property Tax Appeal Board

Executive Director: Louis Apostol

EEO/AA Officer: Becky Hesse

Agency Workforce: 24

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

This agency is at parity for all affirmative action groups.

FINDINGS

Agency in compliance ☒ Agency in non-compliance ☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Public Health

Director: LaMar Hasbrouck, M.D., M.P.H.

EEO/AA Officer: Robin Tucker-Smith

Agency Workforce: 1,054

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities		X	
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 7 African Americans, 6 Hispanics and 1 Asian. For minorities, during this quarter, there were 3 opportunities that did not address these goals. The agency is at parity for Females. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/11 THROUGH 12/31/11)

As of 10/1/11, agency underutilization was 7 African Americans, 6 Hispanics and 1 Asian. For minorities, during this quarter, there were 3 opportunities that did not address these goals.

THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 7 African Americans, 6 Hispanics and 1 Asian. For minorities, during this quarter, there were 11 opportunities that did not address these goals.

FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 7 African Americans, 6 Hispanics and 1 Asian. For minorities, during this quarter, there were no opportunities to address these goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 7 African Americans, 6 Hispanics and 1 Asian. For minorities, during the year, there were 17 opportunities that did not address these goals. The agency is at parity for Females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☐

Agency in non-compliance

☒

RECOMMENDATIONS/COMMENTS

The agency did not meet the minimum compliance criteria for minorities (21%) and the Department recommends that the agency establish a training program in accordance with Section 7-105(H) of the Human Rights Act and in cooperation with the Department of Central Management Services. Accordingly, the Department of Central Management Services will be notified of the need to establish this training program.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Racing Board

Executive Director: Marc Laino

EEO/AA Officer: Kathy Laurent

Agency Workforce: 48

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 1 African American and 1 Female. For minorities, during this quarter, there were no opportunities to address this goal. For Females, there were no opportunities. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/11 THROUGH 12/31/11)

As of 10/1/11, agency underutilization was 1 African American and 1 Female. For minorities, during this quarter, there were no opportunities to address this goal. For Females, there was 1 opportunity that addressed this goal. The agency achieved parity for Females.

THIRD THROUGH FOURTH QUARTERS (1/1/12 THROUGH 6/30/12)

As of 1/1/12, agency underutilization was 1 African American. For minorities, during these quarters, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 1 African American and 1 Female. For minorities, during the year, there were no opportunities to address this goal. The agency achieved parity for Females This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the minority goal.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Revenue

Director: Brian A. Hamer

EEO/AA Officer: Ruby Taylor

Agency Workforce: 1,546

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities		X	
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 2 African Americans, 11 Hispanics, 7 Females, and 4 Asians. For minorities, during this quarter, there were 3 opportunities and 1 or 33% (1 Asian) addressed these goals. For Females, there were no opportunities to address this goal. The agency is at parity for people with disabilities.

SECOND QUARTER (10/1/11 THROUGH 12/31/11)

As of 10/1/11, agency underutilization was 2 African Americans, 11 Hispanics, 7 Females, and 3 Asians. For minorities, during this quarter, there were 2 opportunities that did not address these goals. For Females, there were no opportunities to address this goal.

THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 2 African Americans, 11 Hispanics, 7 Females, and 3 Asians. For minorities, during this quarter, there were 6 opportunities and 1 or 17% (1 African American) addressed these goals. For Females, there were no opportunities to address this goal.

FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 1 African American, 11 Hispanics, 7 Females, and 3 Asians. For minorities, during this quarter, there were 2 opportunities that did not address these goals. For Females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 2 African Americans, 11 Hispanics, 7 Females, and 4 Asians. For minorities, during the year, there were 13 opportunities and 2 or 15% (1 African American and 1 Asian) addressed these goals. For Females, there were no opportunities to address this goal. The agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

The agency had no opportunities to address the female goals. The agency is at parity for people with disabilities. The agency failed to meet the Department of Human Rights' standard of 21% for minority goal performance. Out of 13 opportunities to hire and promote, only 2 or 15% addressed underutilization, however, the agency made a good faith effort to address its minority goals during the year, and its hiring occurred in areas where the labor force availability was less than 21%. For these reasons, the agency is in compliance with the Department of Human Rights' requirements.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: State Police

Director: Hiram Grau

Interim EEO/AA Officer: Lieutenant JoAnn Gumz

Agency Workforce: 2,946

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities		X	
b. Females		X	
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 77 African Americans, 14 Hispanics, 94 Females, 17 Asians and 5 Native Americans. For minorities, during this quarter, there were 6 opportunities to address these goals and 2 or 33% (2 African Americans) addressed goals. For Females, there were no opportunities to address this goal. This agency is underutilized by 16 people with disabilities.

SECOND QUARTER (10/1/11 THROUGH 12/31/11)

As of 10/1/11, agency underutilization was 75 African Americans, 14 Hispanics, 94 Females, 17 Asians and 5 Native Americans. For minorities, during this quarter, there were 14 opportunities that did not address these goals. For Females, there was 1 opportunity that addressed this goal. This agency is underutilized by 15 people with disabilities.

THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 75 African Americans, 14 Hispanics, 93 Females, 17 Asians and 5 Native Americans. For minorities, during this quarter, there were 52 opportunities and 4 or 8% (4 African Americans) addressed these goals. For Females, there was 62 opportunities and 5 or 8% addressed this goal. This agency is underutilized by 15 people with disabilities.

FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 71 African Americans, 14 Hispanics, 88 Females, 17 Asians and 5 Native Americans. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there were 2 opportunities and 1 or 50% addressed this goal. This agency is underutilized by 15 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 77 African Americans, 14 Hispanics, 94 Females, 17 Asians and 5 Native Americans. For minorities, during the year, there were 72 opportunities and 6 or 8% (6 African Americans) addressed these goals. For Females, there were 65 opportunities and 7 or 11% addressed this goal. This agency is underutilized by 15 people with disabilities.

FINDINGS

Agency in compliance

☐

Agency in non-compliance

☒

RECOMMENDATIONS/COMMENTS

This agency failed to meet the Department of Human Rights' standard of 37% for female goals and 21% for minority goals. The agency will be referred to the Department of Central Management Services for assistance in providing training to meet the affirmative action goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: State Police Merit Board

Executive Director: Ronald P. Cooley

EEO/AA Officer: Melinda G. Gutierrez

Agency Workforce: 4

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than five employees in any of the EEO job categories. Any analysis conducted with a value of less than five would be considered unreliable.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: State Retirement Systems

Executive Secretary: Timothy B. Blair

EEO/AA Officer: Denise Connelly

Agency Workforce: 93

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (7/1/11 THROUGH 6/30/12)

Agency underutilization at the beginning of the year was 1 African American. There were no opportunities to address this goal during the year. The agency is at parity for Females and for people with disabilities.

FINDINGS

Agency in compliance ☒ Agency in non-compliance ☐

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the minority goal.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Transportation

Secretary: Ann L. Schneider

EEO/AA Officer: Karen Ward

Agency Workforce: 5,351

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 73 African Americans, 66 Hispanics, 981 Females and 36 Asians. For minorities, during this quarter, there were 10 opportunities and 6 or 60% (3 African Americans and 3 Hispanics) addressed these goals. For Females, there were 66 opportunities and 34 or 52% addressed this goal. This agency is underutilized by 96 people with disabilities.

SECOND QUARTER (10/1/11 THROUGH 12/31/11)

As of 10/1/11, agency underutilization was 70 African Americans, 63 Hispanics, 947 Females and 36 Asians. For minorities, during this quarter, there were 6 opportunities and 5 or 83% (3 African American and 2 Hispanics) addressed these goals. For Females, there were 31 opportunities and 13 or 42% addressed this goal. This agency is underutilized by 92 people with disabilities.

THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 1/1/12, agency underutilization was 67 African Americans, 61 Hispanics, 934 Females and 36 Asians. For minorities, during this quarter, there were 12 opportunities and 9 or 75% (7 Hispanics and 2 Asians) addressed these goals. For Females, there were 32 opportunities and 15 or 47% addressed this goal. This agency is underutilized by 87 people with disabilities.

FOURTH QUARTER (4/1/12 THROUGH 6/30/12)

As of 4/1/12, agency underutilization was 67 African Americans, 54 Hispanics, 916 Females and 34 Asians. For minorities, during this quarter, there were 8 opportunities and 5 or 75% (2 African Americans and 3 Hispanics) addressed these goals. For Females, there were 33 opportunities and 18 or 47% addressed this goal. This agency is underutilized by 86 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY12 was 73 African Americans, 66 Hispanics, 981 Females and 36 Asians. For minorities, during the year, there were 36 opportunities and 25 or 69% (8 African Americans, 15 Hispanics and 2 Asians) addressed these goals. For Females, there were 129 opportunities and 62 or 48% addressed this goal. This agency is underutilized by 86 people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Veterans' Affairs

Acting Director: Erica Borggren

EEO/AA Officer: Mary Keen

Agency Workforce: 1,260

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (7/1/11 THROUGH 6/30/12)

Agency underutilization at the beginning of FY12 was 13 African Americans, 2 Hispanics and 10 Females. During these quarters, there were no opportunities to address the minority and Female goals. This agency is parity for people with disabilities.

FINDINGS

Agency in compliance ☒ Agency in non-compliance ☐

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the minority and female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Workers' Compensation Commission

Chairman: Mitch Weisz

EEO/AA Officer: Alma Maxey

Agency Workforce: 163

Fiscal Year: 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/11 THROUGH 9/30/11)

Agency underutilization at the beginning of FY12 was 7 Females and 1 Asian. During this quarter, there was one opportunity to address the minority goal. For Females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTERS (10/1/11 THROUGH 12/31/12)

As of 10/1/11, agency underutilization was 7 Females and 1 Asian. During this quarter, there were no opportunities to address the minority goal. For Females, there were 7 opportunities and 7 or 100% addressed this goal. Agency achieved parity for Females.

THIRD THROUGH FOURTH QUARTERS (1/1/12 THROUGH 6/30/12)

As of 11/1/12, agency underutilization was 1 Asian. During these quarters, there were no opportunities to address the minority goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 7 Females and 1 Asian. During the year, there was 1 opportunity that did not address the minority goal. For Females, there were 7 opportunities and 7 or 100% addressed this goal. Agency achieved parity for Females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority goal.

